

**Summary of Proceedings
Regular Meeting of the Board of Trustees
Tuesday, June 10, 2025
5:00 p.m., Mary T. Norton Board Room and via Zoom**

Trustees Present: Lisa Camacho (Alumni Representative); Edward DeFazio (Secretary/Treasurer); Frank Gargiulo; Roberta Kenny; Vincent Lombardo; Jeanette Peña (Chair); Christopher Reber; Harold Stahl; Frances Teabout.

Trustees Absent: Joseph Doria; Stacy Gemma; and Silvia Rodriguez.

Swearing in of New Trustee

Dr. Frances Teabout was sworn in as a new member of the Board of Trustees. On behalf of the Trustees, Chair Peña welcomed Trustee Teabout and congratulated her on her appointment to the Board.

Comments from the Public:

Michael Ferlise offered the following remarks.

Good evening, Chair Peña, Trustees, President Reber, my fellow faculty, and other friends and colleagues present.

I am Michael Ferlise, full-time Assistant Professor of Sociology and President of the Professional Association, the union representing all full-time faculty.

It's a pleasure to be here and to be able to offer brief notes from our recent negotiations. This is a happy occasion for our Association. Our members voted overwhelmingly to ratify the Memorandum of Agreement (MOA), and with your approval, we will have completed a year-long process of surveying our members, preparing proposals, and finally negotiating the new terms with the administration.

It is also a happy occasion because we come here after working in partnership with Dr. Reber's administration and his negotiation team, led by the very capable, principled, and extremely patient Dr. Nicholas Chiaravalloti.

Our teams met regularly, about twice a month, for no less than two hours per session – sometimes more. Sessions were well organized, efficient, professionally conducted, frank, friendly and highly productive. Nicholas has been an exceptional partner to work with in these endeavors in all ways. I only hope the faculty and union can continue our work with him in whatever capacity his new role allows. Many thanks to Dr. Nicholas Chiaravalloti and team, including Dr. Darryl Jones, Dr. Heather DeVries, Dr. Lisa Dougherty, Veronica Zeichner, Andy Brown, and Seraphema Menna.

I am also happy and proud to say that at a time when the name of the game in our country is to disrespect, shamelessly belittle and degrade people targeted as political opponents and cultural enemies, we here at HCCC have moved in the completely opposite direction. Respect, admiration, and love matter most when you can give them to those you disagree with and hold different views. As a caring and ethical community, we thrive on the richness of our diversity, equity and inclusion. This ethos is very much reflected in our work together on this contract.

Although the union and administration had their legal counsel present at the bargaining table, we made the conscious decision to have our own HCCC members run those sessions. That was a wise choice that placed the burden and responsibility on us to bring forward our issues, in our way, with our method of reaching understanding and agreement. But the American legal system is based on an adversarial model.

I would like to emphasize that this agreement presents a very different process between the union and administration than is unusual among many other colleges or institutions. Though a more complicated and at times uncertain process than it sounds, a collaborative and non-adversarial approach has become the spirit and method of our engagement.

Aside from about 15 proposals in the MOA before you that the administrative team submitted to us, the other 30 were our proposals. However, five or six of the larger and more complex proposals – Center for Online Learning, Nursing proposal, Nursing Mentor/Mentee Program, Tenure Eligibility and Prior Service, Faculty Mentoring, and the Recognition Clause are the results of collaborative projects or task forces that included members of both the administration and faculty. Some of these proposals were developed over a period of a year or two, possibly longer, prior to our actual negotiation sessions. That has allowed us to work out a far larger number of proposals with much greater refinement than is normally possible and to remain inclusive of the stakeholders. It also makes our actual negotiations run much more smoothly and productively.

This is not just a “feel good” thing. It means that we not only develop more agreements, but collectively develop better proposals and resolutions to the former and current problems. This is not to say that there are no issues or problems that still need to be clarified and worked out in terms of collaborative procedures as we move forward. It remains a work in progress.

Together we have charted a new path for our college to address issues and work out problems in a non-adversarial manner. And like the making of all new paths, it requires the ongoing work of moving boulders and chopping wood.

It goes without saying that as the negotiation team for some 90 members, my team and I feel the weight of negotiating the best possible contract for our members – that is, those terms, conditions, and wages that do justice to them as hard-working members of the college and conscientious professionals committed to their students’ and the college’s success.

One of our central financial goals has been and remains achieving market parity with faculty at other similar colleges. Our faculty, without question, have made formidable gains in salary and other items as a result of our last two contracts. And I believe this contract nudges us closer to that goal. Nonetheless, according to our research, which updated the Evergreen Report from three years ago, we have still not reached parity. The question on our minds is: If these other colleges can do it, why can’t ours? That is a larger conversation I am sure we will have moving forward as a community.

It goes without saying that we did not advance as far as we have – and in so many ways – in these last six years without the strong leadership, support and partnership of our College President, Dr. Chris Reber, and the new direction he brought to our college. To him go many thanks.

Last, to my team members, Lauren Drew, Sean Egan, Karen Hosick, Heather Connors, and our NJEA Rep Maury Koffman, I would like to publicly embarrass them one last time. Each individual has her or his extraordinary traits and talents, as well as being excellent team players motivated by strong moral principles

and the general good. It has been my honor and good fortune to work with them. Our colleagues and I are in your debt. Thank you for all your hard work and boundless commitment.

Report:

1. President's Report

President Reber offered the following report.

Good evening, Trustees.

I am joining you this evening from San Jose, Costa Rica, where I am attending the Hispanic Association of Colleges and Universities (HACU) International Symposium. This international convening is focused on current international education issues across the Americas, showcasing study abroad programs in addition to resources and partnership opportunities. I am honored to be a member of HACU's Commission on International Education. Going forward, we want to leverage international study and exchange program opportunities for HCCC students, faculty, and staff based on best practices.

I am having a great experience, but I am very sorry that I cannot be with you face to face this evening. On behalf of the entire Hudson County Community College family, allow me to add my welcome to our newest trustee, Dr. Frances Teabout. Trustee Teabout, we all look forward to working with you! We thank you for your willingness to serve as a trustee and offer leadership, advice, and support for the continued excellence of this high-achieving and inspirational college!

From the bottom of our hearts, we also thank Trustee Pamela Gardner for her stellar leadership and support for HCCC over many years. We plan to invite Pam back to campus to celebrate her myriad contributions, perhaps when the board next meets in August or September.

This evening's agenda includes board approval of three-year contract extensions for our four collective bargaining units – the Hudson County Community College Academic Administrative Association; Hudson County Community College Adjunct Faculty Federation; Hudson County Community College Professional Association; and Hudson County Community College Support Staff Federation.

We thank all of the bargaining team members for their dedicated and collaborative engagement in the negotiations process. Together, we have made significant progress in advancing and supporting our college mission and community members in a spirit of collaboration and respect that makes all of HCCC's best practice outcomes possible. Thank you, colleagues across the college, and thank you, trustees.

This evening, I have asked Vice President for Academic Affairs Dr. Darryl Jones to speak about three retired and long-serving members of the faculty and staff who have been recommended to you for Emeritus/Emerita status. We thank these colleagues for their years of exemplary leadership and service to our students, our community, and our college mission.

Dr. Darryl Jones presented [Faculty and Staff Emeritus Candidates](#).

Thank you, President Reber and Trustees. I am excited to share with you once again several individuals who have been recommended for Emeritus and Emerita status by highly engaged and committed faculty. As some of you may recall, the policy on the conferral of Emeritus/Emerita status was approved in fall 2021.

The purpose of this policy is to recognize the contributions of long-serving and distinguished faculty and staff upon their retirement. Through the conferral of this recognition, the Office of the President acknowledges that fostering and advancing relationships between the college and long-serving and distinguished faculty and staff is essential to sustaining the college's intellectual life and organizational culture.

Eligibility requirements include that individuals have demonstrated exemplary performance during their tenure with the college, have no adverse personnel decisions of record, have no significant disciplinary history for the five years preceding retirement, and have at least 20 years of full-time service with the college.

Recipients of Emeritus status are entitled to the following: a printed resolution of the Board of Trustees action granting the Emeritus designation; Emeritus recognition during their lifetime in the college catalog and other appropriate publications and venues; the opportunity to receive invitations to formal college events and academic functions; a college email address; a college ID designating their status; access to library facilities and electronic resources; and access to shared office space when reasonably possible.

Last year, we honored four retired faculty members who were awarded this prestigious recognition. Tonight, I present to you three former retired faculty and staff for your consideration. These individuals served the college with evidence of substantive contributions and distinguished service in conformance with the approval of this recognition.

It is my pleasure to present the following:

Dr. Abegail Douglas-Johnson, Vice President for Academic Affairs Emerita

For 26 years, Dr. Abegail Douglas-Johnson faithfully served Hudson County Community College. During her tenure, she cultivated and launched many HCCC programs, policies, and partnerships that are still in existence today.

Dr. Douglas-Johnson was presented the HCCC Heritage Award for a lifetime of service to the community. This award was instituted to honor members of the community who have made significant contributions to the college, its students, and families. Upon Dr. Douglas-Johnson's retirement, the college established a department in her name: the Abegail Douglas-Johnson Academic Support Services Center, which provides free tutoring for students in all subject areas, exam preparation workshops, summer enrichment programs, and conversational English sessions for non-English speaking students.

The Center has been awarded numerous recognitions over the years, including the Two-Year Program of the Year Award by the National Tutoring Association in 2014 and 2017, the Global Impact Award in 2018, and the National College Learning Center Association Frank L. Christ Outstanding Learning Center Award for two-year institutions in 2019.

Abegail holds a Teacher's Diploma from Saint Joseph's Teachers College, Jamaica, West Indies; a Bachelor's in Elementary Education from Mills College in New York; two master's degrees; and a doctoral degree in Education and Reading from Yeshiva University. She also holds a certificate in Educational Management from Harvard University and is a member of the college's 50th Anniversary Celebration Committee. Abegail, thank you for sharing your time and talents with Hudson County Community College.

Dr. Theodore Kharpertian, Professor of English Emeritus

Dr. Theodore Kharpertian is a distinguished academic. Over his nearly four-decade career, he served as a faculty member at the college. He taught a diverse range of subjects including ESL, literature, speech, cultures, and values, and made significant contributions to student engagement and academic innovation. He holds a B.A. in English from the University of Pennsylvania, along with a Master's and Ph.D. in English.

Dr. Kharpertian was instrumental in the development of the college's first intercollegiate basketball team. He served as President of the Professional Association and was a founding member of the

Faculty Senate. He held numerous leadership roles on committees, including Curriculum, Academic Appeals, and Faculty Teaching and Learning. A prolific author, he penned critical works on Thomas Pynchon, who was a naval veteran and noted American novelist. He also authored a 2023 memoir titled *Hagop: An Armenian Genocide Survivor's Journey to Freedom*. This memoir is about his father's journey as the sole survivor in his family of the Armenian genocide of 1915. And for those familiar with Goodreads, reviewers have given the memoir four and a half stars out of five.

Ted's legacy reflects a profound dedication to education, mentorship, and cultural preservation. Ted, thank you for sharing your time and talents with Hudson County Community College.

In early April, Ted sent a personal handwritten note to me and to the college about his gratitude for the recommendation. However, Ted is online tonight and he would like to say a few words.

Dr. Theodore Kharpertian offered remarks.

Good evening, Dr. Jones. I want to thank the college for this honor. I am very touched. As you know, I did write you a personal note a while back, and feel free to read it. I am embarking on a bit of a journey myself tomorrow. I am beginning, if anyone knows about lymphoma, a stem cell transplant that will put me in the hospital for about 3 to 4 weeks. I'm optimistic. I think the outlook is good. But I was unable, as a result, to come to the meeting. But thank you again. I am, as I said, touched. And my best wishes to all members of the community that I was a part of for so many years.

Dr. Darryl Jones resumed remarks.

And I'll also take a moment to read your handwritten note. "It is with great pleasure and a profound sense of gratitude that I received your March 20th letter announcing my nomination as Professor of Humanities and Social Sciences Emeritus. While I would like very much to attend the Board of Trustees meeting, my current medical challenges prohibit travel in the coming months. Nevertheless, please extend my greetings and good wishes to my family and friends at Hudson County Community College. I am deeply grateful and forever indebted to your honor. Best, Theodore Kharpertian, Ph.D."

Dr. Joan Rafter, Associate Professor of Psychology Emerita

And our third candidate for your consideration is Dr. Joan Rafter, who joined the college in 1981 as an adjunct instructor, then later became a full-time Instructor of English. After completing her doctorate in Applied Psychology and teaching psychology courses for seven years, she officially transferred to the Public and Human Services Division as an Associate Professor of Psychology.

For over two decades, Dr. Rafter demonstrated an unwavering commitment to academic excellence and student success. Joan's journey to becoming a respected psychology educator began in an unexpected way – she discovered her passion for the academic discipline while typing doctoral assignments for her husband. And in Joan's own words, she says, "I simply did this because I could type faster than my husband could."

Determined to follow this newfound academic interest, she went on to earn a Ph.D. in Psychology from New York University after completing her B.A. in Education at the College of Saint Elizabeth and an M.A. in Reading and Writing at Jersey City State College.

Joan's enthusiasm for lifelong learning shaped her approach in teaching and mentoring, inspiring thousands of students whose lives she touched. During her tenure, Joan played a pivotal role in creating our Learning Communities model that exists today, establishing the Honors Program – which also still exists today – and serving as Psychology Coordinator.

Joan, thank you for sharing your time and talents with Hudson County Community College.

Trustees, thank you very much for your patience.

President Reber offered closing remarks.

Thank you, Dr. Jones.

Thank you, Dr. Kharpertian, for your long service and best wishes for a speedy recovery.

Hudson is Home!

Trustees, this concludes my report.

Chair Peña offered remarks.

Thank you for that wonderful report. As I was listening, I was reminded of my very first interview at Hudson County Community College in 1996 with Dr. Joan Rafter, who interviewed me for a position as a psychology adjunct professor. She was truly a force of energy. At the time, I had a very limited window to come in, pick up my textbooks, meet with her, and receive some directions. I had never taught before; it was my first opportunity as an adjunct, and she was just remarkable. During the time that I taught here, she served as my supervisor. And so, I think it is beautiful to witness this full-circle moment.

All of the professors being recognized tonight are incredibly deserving, but Dr. Joan Rafter – if you are listening or happen to hear this, I want to say hello and thank you.

Regular Monthly Reports and Recommendations

1. The Minutes of the Regular Meeting of May 13, 2025 were approved.
2. Gifts, Grants, and Contracts Report

Hudson County Community College has received the following grant:

Title: Perkins V – Strengthening Career and Technical Education for the 21st Century

Agency: New Jersey Department of Education

Purpose of Grant: HCCC received notice of its FY 26 allocation to be utilized for direct instructional support for HCCC Career and Technical Education programs. The application will be submitted for review and approval.

College Administrator: Nydia James

College Contribution: \$0

Award Amount: \$1,061,881

The following actions were taken concerning **Fiscal, Administrative, Lease, and Capital Recommendations** brought forward by the Administration and endorsed by the Finance Committee.

1. Resolution Authorizing Purchase of Core Distribution Switches to be funded from the operating budget at a cost not to exceed \$169,981 was approved.
2. Resolution Authorizing Renewal of Internet Services to be funded from the operating budget at a cost not to exceed \$206,520 was approved.
3. Resolution Authorizing Renewal of Network Managed Services to be funded from the operating budget at a cost not to exceed \$189,620 was approved.
4. Resolution Authorizing Renewal of Campus-Wide Ellucian Software Maintenance Agreement to be funded from the operating budget at a cost not to exceed \$3,309,478 was approved.

5. Resolution Authorizing Renewal of Siteimprove for Website Support to be funded from the operating budget at a cost not to exceed \$58,010 was approved.
6. Resolution Authorizing Renewal of Altice Media Services Contract for Cable Advertisements to be funded from the operating budget at a cost not to exceed \$76,764 was approved.
7. Resolution Authorizing Renewal of News 12 Media Services Contract for Cable Advertisements to be funded from the operating budget at a cost not to exceed \$31,697 was approved.
8. Resolution Authorizing Renewal of Effectv Media Services for Cable Advertisements to be funded from the operating budget at a cost not to exceed \$50,000 was approved.
9. Resolution Authorizing Renewal of Contract for Dental Insurance to be funded from the operating budget at a cost not to exceed \$58,010 was approved.

The following actions were taken regarding **Personnel Recommendations** brought forward by the Administration and endorsed by the Personnel Committee.

1. The separations of a Professor of Humanities and Social Sciences, and Director of Grants and Sponsored Programs, were accepted.
2. Appointments of Full-time Staff were approved.
3. Appointments of Temporary Full-time Staff were approved.
4. Appointments of Full-time Faculty were approved.
5. Appointments of Temporary Full-time Faculty were approved.
6. Authorizations of Part-time Staff through June 2026, as needed, were approved.
7. Appointments of New Hire Adjunct Instructors were approved.
8. The following Modifications to the Staffing Table were approved:

Current Approved Title	New Title/ Classification	Incumbent	Current Salary Grade	New Salary Grade	Current Salary	New Salary	Effective Date
Student Services Assistant	Admissions Advisor	N/A	105	109	N/A	N/A	June 11, 2025
Senior Assistant Director, Advisement	Senior Assistant Director, Student Engagement and Experience, Advisement	N/A	114	114	N/A	N/A	June 11, 2025
N/A	Administrative Assistant, Advisement	N/A	N/A	108	N/A	N/A	June 11, 2025

9. Resolution to Amend Sexual Harassment and Title IX Policy and Approve Website Accessibility Policy was approved.
10. Resolution to Grant Emeritus/Emerita Status was approved.
11. Resolution Authorizing Collective Bargaining Agreement Between Hudson County Community College and Hudson County Community College Academic Administrative Association was approved.
12. Resolution Authorizing Collective Bargaining Agreement Between Hudson County Community College and Hudson County Community College Adjunct Faculty Federation was approved.

13. Resolution Authorizing Collective Bargaining Agreement Between Hudson County Community College and Hudson County Community College Professional Association was approved.
14. Resolution Authorizing Collective Bargaining Agreement Between Hudson County Community College and Hudson County Community College Support Staff Federation was approved.
15. Resolution Authorizing a 3.25% Increase in Base Salary for All Confidential Employees was approved.
16. Resolution Authorizing a 3.25% Increase in Base Salary for All Part-time Staff Employees was approved.

The following actions were taken regarding **Academic and Student Affairs** as brought forward by the Academic and Student Affairs Committee.

1. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and Hackensack Radiology Group, P.A., located in Clifton, New Jersey was approved.
2. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and Hackensack Radiology Group, P.A., located in Oradell, New Jersey was approved.
3. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and RWJ Barnabas Health/Jersey City Medical Center was approved.
4. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and RWJ Barnabas Health/Jersey City Medical Center Orthopedic Care was approved.
5. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and RWJ Barnabas Health/Jersey City Medical Center Orthopedics was approved.
6. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and RWJ Barnabas Health/Jersey City Medical Center Outpatient Services at Colony Plaza was approved.
7. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and New Jersey Imaging Network, located in West New York, New Jersey, was approved.
8. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and New Jersey Imaging Network, located in Union City, New Jersey, was approved.
9. Resolution Authorizing Affiliation Agreement Between Hudson County Community College (HCCC) and New Jersey Imaging Network, located in Bayonne, New Jersey, was approved.
10. Resolution Authorizing Renewal of Agreement Between Hudson County Community College (HCCC) and the Hudson County Department of Family Services and Community Reintegration for the Continued Delivery of the Academic and Workforce Pathways Program in Partnership with the Hudson County Department of Corrections and Rehabilitation was approved.
11. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Marest New Jersey, LLC was approved.
12. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC) and Salvation Wellness was approved.
13. Resolution Authorizing Agreement Between Hudson County Community College (HCCC) and Walgreens, Co. was approved.

14. Resolution Authorizing Memorandum of Understanding (MOU) Between Hudson County Community College (HCCC), Camden County Community College, Sussex County Community College, and Driven by Success for the CDL Pathways Initiative was approved.
15. Resolution Authorizing Addendum to Existing Agreement Between Hudson County Community College (HCCC) and Dimension Energy was approved.
16. Resolution Authorizing an Addendum to the Existing Agreement Between Hudson County Community College (HCCC) and New Jersey Reentry Corporation (NJRC) for the Delivery of the Summer Training Institute was approved.

There was no **New Business**.

The **meeting was adjourned** at 5:34 p.m.

The minutes of the Board of Trustees Meeting, upon approval, are available in the College Library, the President's Office, and on the College website.